

## Competency Profiling

We have done Competency Profiling and created a Competency Framework for the following companies:

1. Abbott India Ltd. - 2006
2. B Braun Medical (India) Ltd. - 2007
3. Boxco Logistics Ltd. - 2012
4. Crompton Greaves Consumer Electricals Ltd. - 2014
5. Excel Crop Care Ltd. - 2005
6. J.M. Baxi Group - Corporate - 2016
7. JSW Steel Ltd. at Dolvi Works
8. Tata Power & DVC for Thermal Power in Maithon
9. Tata Power Solar in Bengaluru - 2019

We conduct Competency Profiling through Qualitative Research.

Steps followed by us :

1. We understand the company's vision, strategy and, values.
2. We request your company to arrive at the Guiding Principles the company values and wants every employee at all levels to practice in line with their Vision and Strategy.
3. For each identified Guiding Principle, we define the Competency (Role, JD, Knowledge, Skill, Personality, Behavior, Experience, Age) required to be practiced in the company by each one at different levels, such as, Individual Contributor, Leader (Managers/Sr. Managers/DGM) and, Sr. Leaders (GM, VP, CXO level).
4. We enable the company to identify Job Families.
5. Once the Job Families are identified, we conduct Qualitative Research with members of various Job Families within the organization and the capture the expectations from the role, the role itself, the job description, knowledge skills, personality and behavior required to do the job.
6. We also give an Assessment for the job holder in terms of competency.

The newly created Competency Framework helps the company to recruit people based on the profiling and give promotions to the right people who can fulfill the requirement of the competencies.

As a result, the recruitment, transfer, job rotation and promotions become more accurate.

Another great benefit of doing the Competency Profiling is that the existing job holder becomes very clear about the expectations of the job from his/her role, also sometimes have realization, how much

he/she is fulfilling the expectations and this leads to a lot of awareness and consequently improvement of performance.

Commercials :

Rs. 64,000/- per day plus applicable GST. In addition the company has to arrange Local Travel by A/C Innova Car and Air Travel whenever needed and take care of Boarding and Lodging in a Company Guest House or Hotel in a single occupancy basis.